BTEC Assignment Brief

Qualification	Pearson BTEC Level 3 International Subsidiary Diploma in Business Pearson BTEC Level 3 International Foundation Diploma in Business Pearson BTEC Level 3 International Diploma in Business Pearson BTEC Level 3 International Extended Diploma in Business
Unit number and title	**Unit 41: UK Employment Law**
Learning aims	**A**: Examine employment rights and how those rights impact on a business and its employees **B**: Investigate the importance of equality within the workplace and the influence of support organisations
Assignment title	Employment rights and equality in the workplace
Assessor	
Issue date	
Hand in deadline	

Vocational Scenario or Context	You have begun your work experience at a local law firm as a trainee Human Resources Advisor. Your department is currently publishing a report on the importance of complying with employment rights and ensuring there is equality in the workplace. They have asked you to carry out research on this topic, including basic employment rights available to all employees, contracts of employment and other employment documentation. They have also provided you with a number of case scenarios.

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Task 1	You are required to write a report for a business that applies appropriate current UK law. This report will be based on your **research** and the **case scenarios** supplied. It will be detailed, and show a clear understanding of UK laws relating to employment and equality rights. The report should use legal terminology and make appropriate reference to up-to-date case law and statute. It must contain: ● an explanation, with the use of case scenarios, of what the written statement of employment particulars, and contract of employment must include to comply with the UK law. ● advice to the business on the effects of non-compliance with the written statement of employment particulars ● an analysis of the impact of employment rights on employees, applying current UK law. ● an evaluation of the impact that employment rights in the workplace have had on businesses, using decided cases and recent statutes to justify conclusions. ● an explanation, using case scenarios, of how compliance with equality issues can help employers and employees. ● a discussion on how relevant organisations can support the rights of employers and employees, and analysis of how the support available from these organisations to employees can ensure equality in the workplace. ● an evaluation on the impact that support from organisations has had in ensuring businesses comply with equality legislation in the workplace. This evaluation will be supported by with relevant examples.
Example Case Scenarios	1. Peter applied for a job as an assistant in the distribution centre of a national furniture chain called Savesome. He was invited to an interview and at the interview was verbally offered the job. He was asked to start on 1.9.16 at 8.30 am, at their Luton branch. He was told that his annual salary would be £20,000 and that he was entitled to 3 week's holiday per year. He started work as agreed, having received no formal written confirmation or contract of employment. On 30.10.16 he received a written statement in the post which stated his employer, his start date, the store address and where he should go to get advice on any grievance. In the staff room at work, pinned to the notice board, are details of sick pay and relevant procedures.

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	2. Saif attends an interview for his first job after leaving college. He is offered a labouring job with a building firm. A week after the interview he received written confirmation of what was agreed to at the interview: the start date, the pay, and procedures for grievance and disciplinary matters. He receives nothing further in writing. He starts work and then discovers that given the hours per week that he is expected to work, he is not earning the minimum wage. Further to this, after working for two months, he is told he has to go and work on a site in Germany for a month. Apart from the address of the German site, he is given no further information. 3. Ravindi also started work at Savesome. She is employed as a sales assistant and started this job in September 2015. She has discovered that she is earning £5000 less a year than Peter. She has also just found out that she is pregnant, but she cannot establish any information on her maternity rights at her work, and fears that she will lose her job when her manager finds out she is pregnant.
Checklist of evidence required	An individual report A reference list of all sources cited

Criteria covered by this task:	
Unit/Criteria reference	To achieve the criteria you must show that you are able to:
41/A.D1	Evaluate the impact that employment rights in the workplace have had on businesses, using decided cases and recent statutes to justify conclusions.
41/B.D2	Evaluate the impact that support from organisations has had in ensuring businesses comply with equality legislation in the workplace.
41/A.M1	Analyse the impact of employment rights on employees, applying appropriate current law.
41/B.M2	Analyse the support available from relevant organisations to employees to ensure equality in the workplace.
41/A.P1	Explain, using case scenarios, what the written statement of employment particulars and the contract of employment must include to comply with the law.
41/A.P2	Provide advice to a business to a business on the effects of non-compliance with the written statement of employment particulars.
41/B.P3	Explain, using case scenarios, how compliance with equality issues can help employers and employees.
41/B.P4	Discuss how relevant organisations can support the rights of employers and employees.
Sources of information	**Websites** www.tutor2u.net/law

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to support you with this Assignment	This site provides resources and revision materials relating to law and related sources of information. www.legislation.gov.uk The government portal for UK legislation www.employmentcasesupdate.co.uk This site reports on recent employment case law www.personneltoday.com/hr/employment-law-cases-2016 This site contains HR news and guidance. There is also reference to some recent employment case law **Books** James Holland, Stuart Burnett, and Philip Millington: *Employment Law 2016*, Oxford University Press. ISBN: 9780198747574 Malcolm Sargeant and David Lewis: *Employment Law: The Essentials,* Pearson 2012. ISBN 9781408283097
Other assessment materials attached to this Assignment Brief	None